

GUEST EDITORIAL

## Personnel Selection, Psychological Strength and Organisational Behaviour

Y.K. Nagle

*DRDO-Defence Institute of Psychological Research, New Delhi - 110 054, India  
E-mail: yknagle@dipr.drdo.in*

In the modern era of emerging trends and technologies, the psychology has received further attention which played an imperative role in lives of human beings, their development and overall well-being in emerging society. The rising trend in varied fields of psychology such as health psychology, positive psychology, military psychology, clinical psychology, industrial psychology, organisational behaviour and counseling reflect the pace of growth of the subject in the country. In India, Defence Research and Developmental Organisation (DRDO) established under the aegis of ministry of defence is dedicated towards research and developmental activities for enhancing self-reliance in various areas of military technology. Among 52 laboratories spread across the country, the Defence Institute of Psychological Research (DIPR) has a major role in the areas of personnel selection, training and follow-up of Indian Armed Forces.

The main theme of the current issue of the journal is personnel selection, psychological strength and organisational behaviour. Psychologists have placed an increased emphasis in identifying psychological strength that foster healthy development and also serve as a protective factor for individuals in the face of adverse life events. Further psychological strength is the ability to regulate emotions, manage thoughts and behave in a positive manner despite adversities. It is a measure of individual resilience and confidence that may predict success in workplace, sports, education and other facets of life. Another important issues that this journal highlights is personnel selection, which is one of the most critical processes in the study of human work behavior because it determines the efficacy of many other issues of human resource management such as training, productivity, and culture. It is a process of appropriate decision-making, and its main aim is to predict the future performance of potential employees. Personnel selection identifies the individual requirements of job performance and uses a variety of assessment procedures, including cognitive ability test personality tests, projective technique, interviews, job knowledge tests, situational judgment tests, job experience, and work sample tests at assessment centers. Furthermore, this issues also discuss the implication of organisation behaviour that helps in understanding the human behaviour, the organisations and the organisations itself.

Keeping in mind the growing pace of research in the area of psychology, this special issue focuses on the demanding areas like psychological strengths, organisational behavior and personnel selection in military setup and civil organisation. The contribution to the journal includes the trending topics which will enrich the readers with a different perspective towards studying psychology and would also serve as a beacon of light for conducting similar studies on military population. The content of the journal comprises broadly of the five factors of personality in Indian context; social capital over psychological capital in explaining employees' performance and well-being; internet addiction, affect and its assessment in personnel selection; the application of some of the constructs of psychological strength; moral judgment, moral identity, military children, integrity testing, forensic psychological techniques in military intelligence; resilience in military families and children's; cultivating altruistic soldier, organisational role stress, stress coping, aerospace safety, biological rhythms, working memory, decision-making and motor skills. This wide range of research ideas and application highlights the importance of various moderators and mediators in explaining the importance of the subject, which needs to be taken up by the future researchers.

Lastly, I would like to convey my gratitude to editor-in-chief, the editorial board, and the staff of the *Defence Life Science Journal* for their support in releasing the special issue. I sincerely acknowledge all the authors for their outstanding and overwhelming contributions. Further, I would also request all our valuable readers and researchers to contribute their precious work for publication in *Defence Life Science Journal* to showcase the significance of DRDO with pride and honor.

### Guest Editor

**Dr YK Nagle** did his MA (Psychology) and PhD (Applied Psychology) from Devi Ahilya University, Indore, in 1983 and 1991 respectively. Presently working as a Scientist 'F' at DRDO. He is a trained Occupational Psychologist from the Psychometric Centre, Cambridge University, United Kingdom. He worked in DRDO-Defence Institute of Psychological Research, Delhi from March 2006 to May 2018. He is area of specialised in personality assessment for personnel selection, development of personality tests, and psychotherapy and counselling in which he has published over 47 articles, authored chapters and edited one book.